

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2011

PART I - PRE-COMPLAINT ACTIVITIES

EEO COUNSELOR	COUNSELINGS	INDIVIDUALS
A. INTENTIONALLY LEFT BLANK		
ADR INTAKE OFFICER	COUNSELINGS	INDIVIDUALS
B. INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	42	36
1. COUNSELED WITHIN 30 DAYS	10	6
2. COUNSELED WITHIN 31 TO 90 DAYS	28	27
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	24	23
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	3	3
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	1	1
3. COUNSELED BEYOND 90 DAYS	4	4
4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	12	12
2. INITIATED DURING THE REPORTING PERIOD	43	38
3. COMPLETED/ENDED COUNSELINGS	42	36
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	1	1
b. WITHDRAWALS/NO COMPLAINT FILED	11	11
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	29	25
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	13	8

(b)(3)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

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PART II - FORMAL COMPLAINT ACTIVITIES

55	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
29	B. COMPLAINTS FILED
0	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
84	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
80	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
23	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
4	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
61	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + ((C2 + C3) - C4)
25	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

(b)(3)

(b)(6)

(b)(3)

(b)(6)

(b)(3)

(b)(6)

(b)(3)

(b)(6)

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

		AGENCY		CONTRACT	
		NUMBER	PERCENT	NUMBER	PERCENT
A. AGENCY & CONTRACT RESOURCES					
1. WORK FORCE					
a. TOTAL WORK FORCE		0			
b. PERMANENT EMPLOYEES		0			
2. COUNSELOR					
a. FULL-TIME		0	0.00	0	0.00
b. PART-TIME		0	0.00	0	0.00
c. COLLATERAL DUTY		0	0.00	0	0.00
3. INVESTIGATOR					
a. FULL-TIME		0	0.00	0	0.00
b. PART-TIME		0	0.00	1	100.00
c. COLLATERAL DUTY		0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR					
a. FULL-TIME		13	100.00	0	0.00
b. PART-TIME		0	0.00	0	0.00
c. COLLATERAL DUTY		0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	4	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	0	0	0	1	9	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: [REDACTED]	
1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES NO
	X

2. IF NO. WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON: [REDACTED]
TITLE: Director, Center for Mission Diversity and Inclusion

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: [REDACTED]
TITLE: Director, Office of Equal Employment Opportunity

4. WHO DOES THAT PERSON REPORT TO?
PERSON: [REDACTED]
TITLE: Director, Center for Mission Diversity and Inclusion

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2011

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION									TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL			
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	1	4	2	2
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	3	6	4	4
C. AWARDS	0	1	0	0	0	0	1	0	1	5	2	2
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	1	0	0	0	0	1	5	2	2
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0
4. REMOVAL	0	0	0	1	0	0	0	0	1	5	2	2
5.												
6.												
7.												
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	2	0	0	0	0	2	0	5	18	7	7
H. EXAMINATION/TEST	0	0	0	0	0	0	0	1	0	1	1	1
I. HARASSMENT	0	0	0	0	0	0	0	0	3	5	4	4
1. NON-SEXUAL	0	0	0	0	0	0	0	0	3	5	4	4
2. SEXUAL									0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	2	3	3	3
L. PROMOTION/NON-SELECTION	0	1	0	1	0	0	1	0	5	20	11	11
M. REASSIGNMENT	0	0	0	0	0	0	0	0	2	4	3	3
1. DENIED	0	0	0	0	0	0	0	0	1	2	1	1
2. DIRECTED	0	0	0	0	0	0	0	0	1	2	2	2
TOTAL ALL ISSUES BY BASES	0	4	0	2	0	0	4	1	24			
TOTAL ALL COMPLAINTS FILED BY BASES	0	2	0	2	0	0	2	1	14			
TOTAL ALL COMPLAINANTS BY BASES	0	2	0	2	0	0	2	1	14			

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION									TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL			
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
N. REASONABLE ACCOMMODATION								0	0			
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0	0	0	0	0	3	2	2
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	1	1	1	1
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0
T. TRAINING	0	0	0	0	0	0	0	0	0	1	1	1
U. OTHER (Please specify below)												
1.												
2.												
3.												
4.												
5.												
TOTAL ALL ISSUES BY BASES	0	4	0	2	0	0	4	1	24			
TOTAL ALL COMPLAINTS FILED BY BASES	0	2	0	2	0	0	2	1	14			
TOTAL ALL COMPLAINANTS BY BASES	0	2	0	2	0	0	2	1	14			

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE			HISPANIC/ LATINO	OTHER	MALE		FEMALE					
A. APPOINTMENT/HIRE	0	0	0	0	0			1	0	2	0	4	2	2
B. ASSIGNMENT OF DUTIES	0	0	0	1	0			1	0	1	0	6	4	4
C. AWARDS	0	1	0	0	1			0	0	0	0	5	2	2
D. CONVERSION TO FULL TIME	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	0	0	0	0			1	0	1	0	5	2	2
1. DEMOTION	0	0	0	0	0			0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0			0	0	0	0	0	0	0
3. SUSPENSION	0	0	0	0	0			0	0	0	0	0	0	0
4. REMOVAL	1	0	0	0	0			1	0	1	0	5	2	2
5.														
6.														
7.														
F. DUTY HOURS	0	0	0	0	0			0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	1	0	2	2			3	0	1	0	18	7	7
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	1	1	1		
I. HARASSMENT	0	1	0	0	0	1	0	0	0	5	4	4		
1. NON-SEXUAL	0	1	0	0	0	1	0	0	0	5	4	4		
2. SEXUAL	0	0	0							0	0	0		
J. MEDICAL EXAMINATION	0	0	0	0	0			0	0	0	0	0		
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	1	0	3	3	3
L. PROMOTION/NON-SELECTION	1	5	0	2	1			1	0	2	0	20	11	11
M. REASSIGNMENT	0	1	0	0	0			0	1	0	0	4	3	3
1. DENIED	0	1	0	0	0			0	0	0	0	2	1	1
2. DIRECTED	0	0	0	0	0			0	1	0	0	2	2	2
TOTAL ALL ISSUES BY BASES	2	11	0	6	4	0	0	8	2	11	0			
TOTAL ALL COMPLAINTS FILED BY BASES	2	7	0	5	2	0	0	6	2	7	0			
TOTAL ALL COMPLAINANTS BY BASES	2	7	0	5	2	0	0	6	2	7	0			

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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE		HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
N. REASONABLE ACCOMMODATION									1	2	0	3	3	3
O. REINSTATEMENT	0	0	0	0	0			0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0			0	0	0	0	0	0	0
Q. TERMINATION	0	2	0	1	0			0	0	0	0	3	2	2
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0			0	0	0	0	1	1	1
S. TIME AND ATTENDANCE	0	0	0	0	0			0	0	0	0	0	0	0
T. TRAINING	0	0	0	0	0			0	0	1	0	1	1	1
U. OTHER (Please specify below)														
1.														
2.														
3.														
4.														
5.														
TOTAL ALL ISSUES BY BASES	2	11	0	6	4	0	0	8	2	11	0			
TOTAL ALL COMPLAINTS FILED BY BASES	2	7	0	5	2	0	0	6	2	7	0			
TOTAL ALL COMPLAINANTS BY BASES	2	7	0	5	2	0	0	6	2	7	0			

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**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

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PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED BASES IN SETTLEMENTS																			
	RACE						COLOR	RELIGION	REPRISAL	SEX		POA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GVA
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
1a. Number of Counselings Settled	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
1b. Number of Counselors Settled With	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
2. Complaint Settlement Allegations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2a. Number of Complaints Settled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2b. Number of Complainants Settled With	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS																										
	APPOINTMENT/ HIRE	ASSIGNMENT OF DUTY	AWARDS	CONVERSION TO FULL-TIME					DUTY HOURS	EVAL/ APPRAISAL	EXAM/ TEST			MEDICAL EXAM	PAY/ OVERTIME	PROMOTION/ SELECTION			REASONABLE ACCOMMODATION	REIN- STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER	
					DISCIPLINARY ACTION							HARASSMENT					REASSIGNMENT										
					DISCIPLIN	REPRISAND	SUSPENSION	REMOVAL				NON-SEXUAL	SEXUAL				DENIED	DIRECTED									
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1a. Number of Counselings Settled	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1b. Number of Counselees Settled With	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Complaint Settlement Allegations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2a. Number of Complaints Settled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2b. Number of Complainants Settled With	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

20	1. TITLE VII
0	1a. PREGNANCY DISCRIMINATION ACT (PDA)
9	2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
7	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)
0	5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

B. TOTAL BY STATUTES

36 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	23	8215	357.17
1. WITHDRAWALS	2	146	73.00
a. NON-ADR WITHDRAWALS	2	146	73.00
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	0	0	0.00
a. NON-ADR SETTLEMENTS	0	0	0.00
b. ADR SETTLEMENTS	0	0	0.00
3. FINAL AGENCY ACTIONS (B+C)	21	8069	384.24
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	21	8069	384.24
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	13	7907	608.23
3. DISMISSAL OF COMPLAINTS	8	162	20.25
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	0	0	0.00
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION (i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY			
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS			
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)			
AGENCY OR DEPARTMENT: Central Intelligence Agency		REPORTING PERIOD: FY 2011	
PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)			
	TOTAL	TOTAL	AVERAGE
	NUMBER	DAYS	DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	13	471	36.23
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	4	177	44.25
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	2	55	27.50
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	2	122	61.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	5	59	11.80
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	5	59	11.80
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	0	0	0.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	4	235	58.75
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	4	235	58.75
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00
PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS			
	NUMBER		
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	0		
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	0		
1. BACK PAY/FRONT PAY	0		
2. LUMP SUM PAYMENT	0		
3. COMPENSATORY DAMAGES	0		
4. ATTORNEY FEES AND COSTS	0		
D. INTENTIONALLY LEFT BLANK			
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	0		
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL		
1. HIRES	0		
a. RETROACTIVE	0		
b. NON-RETROACTIVE	0		
2. PROMOTIONS	0		
a. RETROACTIVE	0		
b. NON-RETROACTIVE	0		
3. EXPUNGEMENTS	0		
4. REASSIGNMENTS	0		
5. REMOVALS RESCINDED	0		
a. REINSTATEMENT	0		
b. VOLUNTARY RESIGNATION	0		
6. ACCOMMODATIONS	0		
7. TRAINING	0		
8. APOLOGY	0		
9. DISCIPLINARY ACTIONS	0		
a. RESCINDED	0		
b. MODIFIED	0		
10. PERFORMANCE EVALUATION MODIFIED	0		
11. LEAVE RESTORED	0		
12			
13			
14			

EEOC FORM 462 (REVISED APR 2011)

(b)(3)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2011

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+1a+2+3+4)	NUMBER PENDING 61	NUMBER OF DAYS 35377	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)	4	294	73.50	116
1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	16	3234	202.13	576
3. COMPLAINTS PENDING IN HEARINGS	35	29783	850.94	1356
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	6	2066	344.33	704

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	24	6882	286.75
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	21	6115	291.19
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	2	359	179.50
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	17	4763	280.18
1. TIMELY COMPLETED INVESTIGATIONS	6	1749	291.50
2. UNTIMELY COMPLETED INVESTIGATIONS	11	3014	274.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	2	993	496.50
2. AGENCY INVESTIGATION COSTS			
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	3	767	255.67
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	1	180	180.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	2	587	293.50
1. TIMELY COMPLETED INVESTIGATIONS	1	245	245.00
2. UNTIMELY COMPLETED INVESTIGATIONS	1	342	342.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS			

(b)(3)

(b)(3)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: **Central Intelligence Agency**REPORTING PERIOD: **FY 2011****PART X - SUMMARY OF ADR PROGRAM ACTIVITIES****INFORMAL PHASE (PRE-COMPLAINT)****A. INTENTIONALLY LEFT BLANK****B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS**

	COUNSELINGS	INDIVIDUALS
1. ADR OFFERED BY AGENCY	42	36
2. REJECTED BY INDIVIDUAL (COUNSELEE)	38	34
3. INTENTIONALLY LEFT BLANK		
4. TOTAL ACCEPTED INTO ADR PROGRAM	4	4

C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)

1. INHOUSE	0	0
2. ANOTHER FEDERAL AGENCY	0	0
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	4	4
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0
5. FEDERAL EXECUTIVE BOARD	0	0
6.		
7.		

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	4	4	340	85.00

1. MEDIATION	0	0	0	0.00
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	4	4	340	85.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.				
10.				
11.				

E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	4	4	340	85.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
c. COMPLAINT FILED				
i. NO RESOLUTION	4	4	340	85.00
ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2011

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY	0	0		
2.	REJECTED BY COMPLAINANT	0	0		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	0	0		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		0	0		
1.	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	MEDIATION	0	0	0	0.00
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	0	0	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	0	0	0	0.00
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b.	WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c.	NO RESOLUTION	0	0	0	0.00
d.	NO ADR ATTEMPT	0	0	0	0.00
2.	INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS		
1.	MONETARY (INSERT TOTALS)	0	0		
a.	COMPENSATORY DAMAGES	0	0		
b.	BACKPAY/FRONTPAY	0	0		
c.	LUMP SUM	0	0		
d.	ATTORNEY FEES AND COSTS	0	0		
e.					
f.					
g.					
2.	NON-MONETARY (INSERT TOTALS)	0	0		
a.	HIRES	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
b.	PROMOTIONS	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
c.	EXPUNGEMENTS	0	0		
d.	REASSIGNMENTS	0	0		
e.	REMOVALS RESCINDED	0	0		
i.	REINSTATEMENT	0	0		
ii.	VOLUNTARY RESIGNATION	0	0		
f.	ACCOMMODATIONS	0	0		
g.	TRAINING	0	0		
h.	APOLOGY	0	0		
i.	DISCIPLINARY ACTIONS	0	0		
i.	RESCINDED	0	0		
ii.	MODIFIED	0	0		
j.	PERFORMANCE EVALUATION MODIFIED	0	0		
k.	LEAVE RESTORED	0	0		
l.					
m.					

(b)(3)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency REPORTING PERIOD: FY 2011

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED

B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR

0

C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)

1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)

1

0

0

0

1

(b)(3)

D. EEO ADR FUNDING SPENT

E. EEO ADR CONTACT INFORMATION

1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER

2. TITLE Ombudsman

3. TELEPHONE NUMBER

(b)(3)

4. EMAIL N/A

(b)(3)

(b)(6)

F. EEO ADR PROGRAM INFORMATION

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
1a. If yes, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2010 through September 30, 2011, is accurate and complete.

(b)(3)

(b)(6)

NAME AND TITLE OF CERTIFYING OFFICIAL:

DIRECTOR EEO

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)

(b)(3)

DATE: 10/31/2011

TELEPHONE NUMBER:

E-MAIL:

(b)(3)

(b)(6)

NAME AND TITLE OF PREPARER:

DIRECTOR EEO

DATE: 10/31/2011

TELEPHONE NUMBER:

E-MAIL:

The FY 2011 report (with the PIN entered) is due on or before October 31, 2011.

(b)(3)
(b)(6)

(b)(3)

Appendix A - Comments

AGENCY: Central Intelligence Agency - YEAR: 2011

Part 2

CIA - II.A - Please be advised that the number provided for Part II(A) is two more than the number reported in FY10 for Part II(I). In explanation for this discrepancy, we believe that two investigations were mistakenly not reported in last fiscal years report.

(b)(3)

Part 3

CIA - III.A.1.a Agency Number - The number of Agency employees is classified and has not been reported.

(b)(6)

Part 8

CIA - VIII.A.3 Number Pending - Complainant:

Part 9

CIA - IX.A.4 Ave Cost - The average investigation cost on those investigations conducted by contractors exceeds the EEOC recommended average due to security clearance requirements and the fact that the number reported includes costs associated with investigator training and legal consultation.

Part 12

CIA - XII.B Employees participate in ADR - All Agency employees and managers are eligible to participate in EEO ADR; however, the number of Agency employees is classified and has not been reported.

CIA - XII.C.4 Contract - The contract is with an individual contractor (IC) who provides independent consultations and informal counsel as the Agency Ombudsman, performing casework on issues requiring independent assessment of concerns and issues raised by Agency employees. Consulting time will comprise time spent counseling employees and interviewing parties involved with employee concerns and general problems. In addition, the IC serves as the Program Manager for the Alternative Dispute Resolution Program, which includes (1) reviewing cases - both EEO and non-EEO; (2) identifying mediators; (3) identifying appropriate parties for the mediation; (4) educating managers and employees on ADR; (5) establishing performance measures; and (6) provide quarterly reports on the program.